

WARRICK COUNTY COUNCIL - 2016 BUDGET MEETINGS
PUBLIC HEARING
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
OCTOBER 6, 2016
7:00 P.M.

The Warrick County Council met for Public Hearing for 2017 Budget in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Council President, Gary Meyer, called the meeting to order at 7:00 P.M. Councilmen Al Holwegener and Charlie Christmas were not in attendance.

County Auditor Debbie Stevens and Secretary Kristine Georges attended.

Roll Call was not taken.

SOLID WASTE MANAGEMENT

Gary Meyer: Okay, call the Public Hearing Meeting to order for the budget. First item on the agenda is the Solid Waste Management. I don't know how much we wanted to discuss this. We've discussed it pretty good.

Scott Anslinger: One of the things that I did do, Mr. President...

Gary Meyer: Yeah?

Scott Anslinger: Was at the last meeting I believe Mr. Rudolph had said he thought it was a great idea for us to get that next months' worth of data.

Gary Meyer: Um hum.

Scott Anslinger: I provided a sheet today, and actually, it shows what those revenues were that were generated, but also under that Recycling Items, I was also able to get the September numbers. I didn't get it for the rest of them but I got it for the September numbers. Which you could see what those revenues were, that were generated for August and September, which you can tell when you look at this form. If the writings are in black, those are the revenues, if the writings are in purple, then it's the projected revenues. And 2017's do not change.

Paul Rudolph: So, tell me if I'm incorrect in reading this, this is saying the monthly total for deposits for the month of September was seventy-eight thousand three hundred sixty-five dollars (\$78,365.00). Which is slightly less than last month but a noted improvement over March, April, May, etc. So, we've plateaued for the month, but certainly it's at a higher place than we were in there.

Scott Anslinger: In actuality, what you've got there is there was only one of those numbers in September, which is the recycling number. The rest of those numbers are all projections for that month. If you look up by one month, to the month of August, those are the actual revenues that were generated.

Paul Rudolph: Gotcha.

Scott Anslinger: Okay.

Paul Rudolph: So what did you provide us last time? Did you provide us August? Or July was the last?

Scott Anslinger: I provided you with the July numbers.

Paul Rudolph: July numbers, so August is the, is the new information.

Scott Anslinger: The newest numbers, the newest information.

Paul Rudolph: Thanks for clarifying.

Scott Anslinger: And for Sept...in September the recycling is also included. Freddie was able to give me that information this afternoon.

Paul Rudolph: So there's a noticeable jump in both months in the recycling total. I mean that's a seventy-five to a hundred percent (75%-100%) increase over what...?

Scott Anslinger: And when I look at that, if that's showing that the method by which we even did our projections on that is probably pretty close. We're probably, those were probably accurate projections the way we did that. So, the one thing is that's worth noting under the recyclables is in July, that's when the baler was down almost completely, so that's why you see the dramatic drop in revenues that were generated that month. And naturally I just want to let you know that in the month of November, we're sending both Freddie and his assistant to baler school. The guys that made that baler are, have offered to keep training us for no cost. For their cost, of course, we gotta pay room and food. So we're gonna get that training cause we think some of the problem's that we're having is caused by their lack of knowledge.

Paul Rudolph: So put another way, what I think you're telling me, is that you'll probably combine July and August and say that's thirty-one and a half thousand (\$31,500.00) in two (2) months, and say it's realy sixteen thousand (\$16,000.00). So we're seeing an upward press...to the twenty-one (21) that we were at in September. That's good. Very glad to see that's...

Scott Anslinger: So, I know as you review the, and I know there's some concern among some of the members. What I would ask is if you can give us a chance this one (1), this one (1) year. What I willguarantee you, and I will promise you, is that I will monitor and our, and the controller will monitor those incomes. And if it looks like that we're not going to generate the revenues, we won't spend the money. In other words, I will, we will go in, we will hold things until the end of

the year to see where those revenues are going to be, so that way if they come the way we hope they're going to come, or we project they're going to come, then we'll be in good shape. If they do not, then we can pull back and not spend that money, those financial resources. The other thing that we've also done is that Carol Hagedorn is working, the State has actually put out a grant application between five thousand and five hundred thousand dollars (\$5,000.00-\$500,000.00). So some of the items, which were repairs and were modifications to some of what we were doing have been included in that which will cut those costs by fifty percent (50%). So we're applying for that. I hope, and I've been told that it's promising but of course with a grant there's never a guarantee.

Brad Overton: So, we'd be looking at three point eight (3.8) (inaudible).

Gary Meyer: The budget would be two point six (2.6%).

Brad Overton: Percentage increase?

Gary Meyer: Oh, the percent increase was sixteen percent (16%).

Brad Overton: That's what their asking for?

Gary Meyer: Right. I just have trouble going with sixteen percent (16%).

Scott Anslinger: I understand.

Gary Meyer: I do. I can support ten percent (10%). Which would mean you'd have about two hundred thousand dollars (\$200,000.00) less in your budget. I don't know how anybody else feels, we haven't talked about it, but with holding our budget in every other department, I, and I, and I know this is a startup business, but I just can't go with sixteen percent (16%). Any other comments?

Brad Overton: Yeah, I mean I agree with you on the sixteen percent (16%). I, I just have an issue with that. Then I mean I understand the startup and everything else, but I think I've already voiced concerns. And I mean, I appreciate the fact that it's looking like it's ticking upwards, and honestly for all the things I've not been pleased about, I sure in Sam Hill hope it doesn't fall on its face. I mean, cause that's not good for anybody.

Marlin Weisheit: I can assure you as one Board member, I won't be here next year asking for an increase. If we don't make it work...we're gonna make this work. We really need this budget where we don't have to cut services next year. We've had to cut a few services back, get complaints every day from people calling. You know, "Why don't we have a yard waste container in Elberfeld anymore?" You know we've tried to be as lean as we can to make this work because we have added expenses at our recycling center. But you know if we lose a couple hundred thousand dollars we're probably gonna have to look at cutting a couple of services somewhere to make it work and fall in. We're trying to provide services they want. They expect a little more out of us every day, seems like. And you know we've cut back a few basic services that we used to provide. We cut a day at a few of the sites that understand that helps save a little money. So we do have added expenses at our recycling center and you know Scott and Freddie are trying their best. I, I'm so proud of what they're accomplishing out there. We really feel we're gonna hit this grant out of the park. I mean we've, for all we've done and all the work we've put in, I really think the Coalition feels we have a good chance of hitting this grant. But there's no guarantees there you know. But if we're able to get this grant, we're gonna be able to accomplish a lot of things.

Paul Rudolph: I, I'm probably the most optimistic I've been about this since we've gone down this road. And I'm a little worried that if we don't give you what you need, we're either gonna give you enough rope to hang yourself if we give you what you need. Or we're gonna take control and we're possibly reduce the development...

Marlin Weisheit: I understand.

Paul Rudolph: How does the Council feel about granting what Solid Waste is requesting, but also requesting this type of documentation. We can always reduce their budget in 2017. We can always say, "You know..."

Gary Meyer: I'd want, I would want this information anyways, regardless.

Paul Rudolph: Well, we'll have it as a standing discussion monthly, every other month, whatever people want to sort of track.

Gary Meyer: Can we reduce the budget during the year? Or you mean for next year, we, we...?

Paul Rudolph: We can reduce the budget during the year. Why can't we? We do, we do it all the time.

Gary Meyer: Yeah.

Paul Rudolph: Well, not all the time, but every once in a while.

Gary Meyer: We increase the budget by additional but I didn't know...

Brad Overton: I say we increase it all the time.

Paul Rudolph: I thought we were taking money from the budget sometimes, am I wrong?

Krystal Powless: It's been at the request of the Office Holders.

Cliff Whitehead: I don't know the answer to that off the top of my head.

Krystal Powless: I've not seen...

Gary Meyer: We've increased it.

Brad Overton: I say the whole time we've...

Paul Rudolph: I feel like every once in a while, like what was up with the cell phone. We took it from one budget and gave it to another. Like a hundred dollars (\$100.00) for the election.

Krystal Powless: Yeah, but...

Paul Rudolph: Like I feel like we've done it periodically.

Cliff Whitehead: That's a transfer.

Gary Meyer: That's a transfer though.

Paul Rudolph: It's been at their request?

Gary Meyer: That's a transfer though.

Paul Rudolph: But we're taking from one budget and giving it to another.

Gary Meyer: One fund to another, yeah.

Paul Rudolph: I would think that's a, a...

Krystal Powless: You can reduce, I just don't, we've never, the Council has never done it without it being the request of the Office Holder.

Paul Rudolph: And what I've, what I might also suggest then, is that, if you're saying we can, we can only do it with a request...

Krystal Powless: I don't know.

Paul Rudolph: We can ask them to request it. Right?

Krystal Powless: Without actually...

Paul Rudolph: Knowing that we have the 2018 in our hands as well.

Krystal Powless: I'm not saying that, because I don't know the answer. I just know I haven't seen it happen.

Paul Rudolph: We can say, "Scott, can you voluntarily request to reduce your budget if we don't feel like we're gonna get there?"

Scott Anslinger: I think, I think I would also...

Paul Rudolph: I would hope that Scott would say, "Yes."

Scott Anslinger: And I would also say that what we have to do is if we see we're not making it, we also have to show you where we're making cuts to verify to you that we're not going to exceed.

Greg Richmond: And we on the Board get this report monthly. It would be easy to let you have the report also.

Marling Weisheit: I can assure you as one (1) Board member, I'm sure Greg feels the same way, if, we've gotta make this budget work. If you grant it and if it doesn't, we're gonna be making cuts on the Board. We're gonna live with this budget. There, our goal is to make that a success out there, and you know what my goal is, to reduce. Increase the recyclables each month and drop the burden on the tax payers. That was why we started this process. And I still feel we can make it.

Brad Overton: So...

Marling Weisheit: If we don't get it going this year at the end of the year, you know it's not gonna happen and we're gonna have to make some serious cuts. And we, we all know what we have to do at that point. We'll be doing a lot more, a lot less curbside recycling and a lot more dedicated recycling and cut way back on help. But it, right now we're keeping a lot of stuff out of the landfills, and it's amazing to see this stuff get recycled and put it into use and it's getting better each month. You know?

David Hachmeister: Well you hate to see any services cut, but, you know, make sure you use the equipment. Get rid of anything to recoup cash flow to cover it. Like I said last month, this is your budget. Hang yourself if you're gonna do it.

Scott Anslinger: Yep.

Brad Overton: So, Scott, in, when are projecting, because what we're tapping into is actually your cash.

Scott Anslinger: Yes.

Brad Overton: And not actually County General funds so I mean just to make that clear to anybody that might be listening in the audience or actually reading the minutes. And, and I'm sure I've asked you this before, but when are you projecting to get out of not having to access the cash, your cash reserves?

Scott Anslinger: Well, next, well next year, within the budget if you look there's two (2) places within the budget if revenues go the way they've been projected to go. And I think I told you last week that I had projected about ten thousand dollars (\$10,000.00). There's a line item under, it's twenty-five thousand dollars (\$25,000.00) and it's under Contingency Fund. Let's see if I can find where that's at here. Capital Improvement Account it's under 451 on the third page and, of the budget. There where it says twenty-five thousand dollars (\$25,000.00). So what we can do there is

bit of flexibility there. That Contingency Fund is only so that we put money back so as equipment ages, if we start having break down problems, there's a little bit of money to tap into.

Brad Overton: Right, but I mean, I meant, but my question is though, when are you, when are we expecting this to be profitable?

Scott Anslinger: Oh, you mean where it's, where it's paying for itself?

Brad Overton: Yes, so we're not tap, so you're not going into your cash and having to ask for a sixteen percent (16%)...

Scott Anslinger: Well, this year that will be the only time we ask for that large of a, of an increase. And that's just because the new facility coming online. I can guarantee you that next year we'll ask for whatever the allowed is, that the State gives us, and that's it. Next year, conceivably, if we do this properly, you know if we do what we're supposed to do, we will not tap into our cash reserves.

Brad Overton: That, that's what...

Paul Rudolph: So you're saying 2018?

Scott Anslinger: Yes.

Paul Rudolph: Would be the first? So...

Scott Anslinger: After, when we go through 2017, that year we will not tap into our cash reserves.

Paul Rudolph: Okay, so 2017. So...

Scott Anslinger: So that will be next year.

Paul Rudolph: Cause I thought we had said like a, it's gonna be, not a large amount, but like...

Scott Anslinger: We thought ten thousand dollars (\$10,000.00).

Paul Rudolph: Yep.

Scott Anslinger: But when I looked back at the budget and found there's some places in there...

Paul Rudolph: So now you're saying, flat.

Scott Anslinger: So I can, so I can hold that back.

Gary Meyer: So how much do you, you anticipate going into cash refunds at, for this budget?

Scott Anslinger: Zero (0).

Gary Meyer: Zero (0)?

Scott Anslinger: Zero (0).

Gary Meyer: Really? If you're granted the sixteen (16%)?

Scott Anslinger: If the projections all work the way we believe they will work. And if it looks like they're not going to work, we're going to have to start making additional cuts, which will put us well below what the top limits of our budget are. And if we get the five hundred thousand dollars (\$500,000.00), we don't, or even a portion, say two hundred thousand dollars (\$200,000.00). We aren't going to have to worry about any of this then. We'll have more than a sufficient amount of money...

Gary Meyer: How much cash do you have on hand?

Scott Anslinger: The cash, as of the September Report, we have one million, three hundred twenty-seven thousand seven hundred and twenty-four dollars (\$1,327,724).

David Hachmeister: That's what I thought...

Gary Meyer: So you have a million and a half dollars in cash (\$1,500,000.00)?

Scott Anslinger: Roughly.

Gary Meyer: And you're not planning on dipping in at all?

Paul Rudolph: Dipping in...?

Scott Anslinger: In two (2), for this year we're going, we're going to ask for an additional appropriation for 2016.

Paul Rudolph: Next year, for the budget, we're only worried about the budget here right now.

Scott Anslinger: Yeah, for the budget year, we're not going to ask...

Paul Rudolph: For 2017, for 2017 they're staying flat?

Scott Anslinger: Right.

Gary Meyer: Right.

Scott Anslinger: What we've asked you for is all that we're going to...

Gary Meyer: But you're gonna ask...

Marlin Weisheit: We won't have a million three (\$1,300,000.00) by the end of the year, though, Mr. President. I mean we'll, we'll hope to have still have well over a million (\$1,000,000.00) by the end of the year (inaudible).

Gary Meyer: So you're going to dip into roughly three hundred (\$300,000.00) this year?

Paul Rudolph: Right.

Gary Meyer: Okay, I gotcha, I, I was confused which year. Okay.

Marlin Weisheit: We have more expenses each month than we have income, that's for sure, with our payments.

Gary Meyer: Sounds like my home.

Marlin Weisheit: But we hope to turn that around. That's our goal. And I don't think the numbers Scott is projected in 2017 are that far out of line. I mean it's, it's where we want to be.

Scott Anslinger: And on some of these revenue projections for the trash disposal or our waste disposal, the nice thing is those fees are directly tied to what the costs are to providing that service. If the fees drop down, that means that the materials have dropped.

Paul Rudolph: Service costs are going up?

Scott Anslinger: Therefore the costs have been lower. So on those items, if there's a decrease in funding like, we've actually seen a dramatic drop in the amount of yard waste that's coming in. The reason for that number that you see right there of two thousand five hundred ninety dollars (\$2,590.00). People are finding, well I could do something else with this, but if you were going to take it for free, I'd be happy to bring it here and not deal with it. If I'm, I'll figure something else out to do. Maybe they don't pick it up. Or maybe they figure out something else that they're doing with it. At some point down the road it would be nice to offer those services again at no cost. We just gotta get there first.

Paul Rudolph: So put another way, what you're saying is, we'll have a million dollars (\$1,000,000.00) in the bank with an enterprise that's hopefully going to be neutral or slightly positive for the year. But let's say if we're wrong, and we're down, we lose a hundred thousand dollars (\$100,000.00) in the year. We have ten (10) years for cash reserves to be able to turn the ship around and make it more positive, right? And we're already seeing a trending improvement ...

Scott Anslinger: Yes.

Paul Rudolph: We're expecting more trending improvement in 2017. And we'll soon be expecting more trending improvement in 2018 and beyond.

Scott Anslinger: Yes.

Paul Rudolph: So to me the risks are not, the up side is greater than the risk. Which is why I would go ahead and grant the budget as requested. And I didn't say that last year.

Gary Meyer: You making that a motion?

Paul Rudolph: So that's my motion. I'm sticking to it.

Gary Meyer: Okay. Paul made a motion to approve the budget as presented, is there a second?

David Hachmeister: I'll second.

Gary Meyer: And seconded by David.

Brad Overton: And was that with your review amendment or whatever you were discussing earlier? When you were asking him to come back and review it periodically, you know, the possibility of reducing it?

Paul Rudolph: Absolutely.

Brad Overton: Since you didn't say it, I wasn't...

Paul Rudolph: Yes, we'll definitely want to increase communication, including a monthly report, which Greg already indicated would be possible and if not a monthly, a bi-monthly review to discuss progress.

Marlin Weisheit: That's fair. That's more than fair.

Gary Meyer: Okay, anybody else have some discussion?

Paul Rudolph: Just a reminder, we need four (4) votes for any budget...

Gary Meyer: Okay, that's right.

Brad Overton: So here's my question, if this doesn't get four (4) votes, then where're we back at? The requested amount? That's the, not the requested amount, the app...whatever we approve? Is that where it goes back to?

Krystal Powless: You'll have to renegotiate an amount if you don't approve it. Either that or it's gonna go back to the last approved amount.

Gary Meyer: I do too.

Brad Overton: And I guess my, I guess my biggest concern, I just, I hate the idea of holding everybody else to one (1) level and not the other. And I know the argument for a startup, but it's not as if Solid Waste Management hasn't been around for years and years. But this entity or this endeavor that we've started...

Paul Rudolph: I'll just throw out one additional argument, sort of like the Area Planning Council/Commission, Area Planning Council...

Brad Overton: Commission.

Paul Rudolph: Commission. Where we said if they, you know, have fees in their appropriate levels, that includes more money to the point where they can afford an additional person.

Brad Overton: Yeah, but I voted against that because I wanted to see the fee, I wanted to see the fees first before we approved the salary before we approved the position.

Paul Rudolph: Did it get passed?

Brad Overton: I know it did and I voted against it.

Marlin Weisheit: You know, Brad, I'll have to say one thing too, just so you're aware. You know, I think the Board is pretty well decided, we're not going to give raises out there this year. They understand we're in a budget crises, we've gotta make this work. I know the rest of the County employees probably, usually get a raise, and if they get a raise, then it usually moves on to Solid Waste. But we've been pretty firm you know, this is not a good year, and we've got budget problems. We've got things that's gotta happen. We hope to be able to give raises maybe next year. But you know we're doing everything we can to hold the line. The employees are busting their butts, probably as hard as any employees we have in the County to make things work right now. But they understand what we're up against. It's a new venture.

Gary Meyer: Any other discussion? There's a motion made by Paul and seconded by David to approve the budget as presented for Solid Waste. All those in favor of the motion? Opposed? Motion does not pass three to two (3-2 with Gary Meyer and Brad Overton against).

Krystal Powless: And the two (2)?

Gary Meyer: Brad and me.

Krystal Powless: So now you're faced with another motion for another number.

Gary Meyer: Right. Make a motion for ten percent (10%). I can go with that. I just can't go with sixteen (16%). Does anybody have another number in mind?

Paul Rudolph: I heard you said ten (10%). We were at sixteen (16%).

Gary Meyer: I can do ten (10%).

Paul Rudolph: Why don't we go half way to get your vote, thirteen (13%)?

Gary Meyer: Ah...

Paul Rudolph: Half way. Half way me, half way you.

Gary Meyer: I started from two and a half percent (2 1/2%) up to sixteen (16%).

Paul Rudolph: We're in with, this is all non-tax dollars. This is revenue generated.

Gary Meyer: I understand. I understand. I feel like I'm buying a used car here. You can't go to ten percent (10%)?

Paul Rudolph: Let's, let's do thirteen (13%). You guys (inaudible).

Gary Meyer: I'm, I'm not willing to do what you're wanting to do, which is to lower their budget later on in the year. I'm not willing to do that. I would want to get the documentation (inaudible).

Paul Rudolph: Can you guys make thirteen (13%) work?

Scott Anslinger: We will make it work.

Marlin Weisheit: We'll make whatever you give us work.

Gary Meyer: What does thirteen (13%) bring it too?

Marlin Weisheit: We might have to cut services I mean, you know...

David Hachmeister: Yeah, you'll have to do... I don't want you to cut services.

David Hachmeister: Cut something else...

Gary Meyer: What's that number?

Krystal Powless: Two million, four ninety-seven, six seventy-eight (\$2,497,678.00).

David Hachmeister: Cut out extra driving, equipment, employees off, whatever, you know what...

Brad Overton: Employee's vehicles driven out of the County.

David Hachmeister: Cut whatever...

Krystal Powless: When I calculated that I made sure (inaudible)....

Gary Meyer: So that number appears to be two-four-nine, seven-six, seven-eight (\$2,497,678.00).

David Hachmeister: On doing what here?

Gary Meyer: Thirteen percent (13%).

Greg Richmond: Thirteen percent (13%), yeah.

Gary Meyer: On thirteen percent (13%) is that correct?

Krystal Powless: Yes.

Gary Meyer: I can go along with that.

Paul Rudolph: Motion.

David Hachmeister: What was the figure then?

Krystal Powless: Two million, four-ninety-seven, six-seventy-eight (\$2,497,678.00).

Gary Meyer: Can you support that? Well, we have a motion on the floor, Paul.

David Hachmeister: Then I'll second that as well.

Gary Meyer: And seconded by David for a thirteen percent (13%) increase which would be two million four, nine, seven six, seven, eight (\$2,497,678.00). Any discussion on that number?

Brad Overton: So here's my question, is this budget going down the following year? Or is it going to stay at this amount?

Gary Meyer: I don't think they know that, do they?

Brad Overton: Well, they should.

Greg Richmond: Hopefully. The budget may be the same amount, but the revenues are kicking in more and more.

Brad Overton: I guess honestly, if the cash runs out, the cash runs out and we'll deal with that and whatever. And we'll go with that. And I guess if that happens we'll just start selling stuff. Alright.

Gary Meyer: Okay, we have a motion made by Paul and seconded by David, looking at thirteen percent (13%) increase, which I've already said the number. So all those in favor of the motion? Opposed? Motion carried five, zero (5-0).

Marlin Weishelt: Thank you.

Gary Meyer: Thank you.

Scott Anslinger: Thank you very much.

Krystal Powless: Okay, now technically you need to make the motion to introduce the Ordinance so we can actually do an Ordinance.

Gary Meyer: Okay. Motion made by...

Krystal Powless: (Inaudible).

Paul Rudolph: Paul, I guess.

Gary Meyer: Paul and seconded by David.

Paul Rudolph: Yeah, I just totally made that motion.

Gary Meyer: To introduce the Ordinance.

Krystal Powless: It's 2016-02 (inaudible), well I can just read it.

Gary Meyer: 2016 dash what?

Krystal Powless: Two (2).

Gary Meyer: Two (2) okay.

INTRODUCTION OF ORDINANCE 2016-02 FOR SOLID WASTE

Gary Meyer: Okay. We have a motion made by Paul to approve the Ordinance and seconded by David. All those in favor? Opposed? Motion carried five, zero (5-0). Is that it for that?

Krystal Powless: That's it for that.

Gary Meyer: Thanks, Gentlemen.

Scott Anslinger: Thank you very much.

Marlin Weishheit: Thank you.

Gary Meyer: Thank you.

DISCUSSION MINIMUM THRESHOLD REQUIREMENTS FOR SPECIAL EXEMPT EMPLOYEES

Gary Meyer: Okay, second item on the agenda is the Minimum Threshold Requirement for Exempt employees. This is something we approved, and there's been a lot of discussion about it. And I, I'd like to have everybody that's in the audience that wants to speak to this issue to have a chance to speak. However, I'd like to set some parameters as far as, I'd like to have you address your comments after you identify yourself to the Council and not somebody in the audience. And if you can keep 'em brief and let's don't have a bunch of people repeating themselves as far as somebody says something and then somebody else says the same thing, so...

Brad Overton: Can you, sorry...

Gary Meyer: That's alright.

Brad Overton: Should we perhaps explain these number before, where they came from before somebody speaks, so then they...

Gary Meyer: Well, I was gonna have a discussion for the Council after they speak.

Brad Overton: I apologize I thought you were (inaudible)...

Gary Meyer: We're gonna let the Co...the Public speak first on this issue. I'm sure that everybody's aware of this issue. And then the Counselor can discuss it, and then Council do what they want with it. So, having said that, first one on the agenda is Debbie Stevens.

Debbie Stevens: Good evening, Debbie Stevens, Warrick County Resident, Taxpayer. I put together some spreadsheets and I did share them with Mr. Richmond and maybe a few other Council members. And hopefully he passed those along to you. Just to take a look at what you have voted on and proposed and voted on already is adding an incremental twenty thousand dollars (\$20,000.00) year over year over year that never goes away. And then, you're going to be faced with this same increase, a similar increase actually more, twenty-nine thousand (\$29,000.00) in the year 2020. So the law is, this increase is just for three years, and if you set a precedence now to just take folks up to a salary with no additional responsibilities and no additional duties. These are some pretty significant increases, twelve percent (12%), eight percent (8%), six percent (6%). And to me looking at what, what it would take to even reach these numbers in overtime, they're, they're a little extraordinary. In a year for this same group, just to get to the forty (40) hours, do you all have this? Have you seen, seen...? It's kind of an elementary spreadsheet of just plugging the numbers in for what your proposing verses giving the same increase that everyone else would be getting with that.

Paul Rudolph: I think I've seen it, but I cannot say that, I think I got it at a breakfast, and I don't think it's been handed to the Council. Do you have copies for everyone?

Debbie Stevens: Sure, I apologize. And it's...do you have one?

Greg Richmond: I've got a yellow one.

Debbie Stevens: Okay, so if you take a look at, at just giving the one thousand dollar (\$1,000.00) increase on this particular spreadsheet, averages out to a two percent (2%) increase, which is basically what it is for the majority of the employees. Then the proposed additional amount that you would be increasing above and beyond the one thousand dollars (\$1,000.00) is in the proposed additional column. Now the hours of overtime, that column is hours of overtime after, that's required, that would be required to equal the dollar amount in the proposed additional column. Are you all tracking with me? Okay. So, but the, prior to even working with those hours of overtime to achieve that level, the, the last column is whether they have to have four (4) hours each week of overtime to achieve the forty (40) or five (5). So that those, that's the total of hour, total hours per year in overtime that would have to be worked prior to even tapping into the overtime or it's not overtime hours, it's additional hours to achieve the forty (40). I should rephrase that.

Paul Rudolph: Debbie...

Debbie Stevens: And then the hours of overtime column is overtime.

Paul Rudolph: Do you mind if I interrupt for just a second?

Debbie Stevens: Go right ahead.

Paul Rudolph: You mind if I approach?

Debbie Stevens: Sure.

Paul Rudolph: Tell you what we're, what we're seeing here.

Debbie Stevens: Okay.

Paul Rudolph: We have a form ourselves.

Debbie Stevens: Well I did ask for...

Paul Rudolph: And I'm just trying to get to the right answer.

Debbie Stevens: Okay.

Paul Rudolph: But, so, so here's what you're talking about, right? So for example, you're saying for, we'll pick the, the employee that's here.

Debbie Stevens: Well he's already above.

Paul Rudolph: Alright, fine, we'll pick this one.

Debbie Stevens: Okay.

Paul Rudolph: So for this particular employee that you're saying the hours of overtime required is fifty-seven point four, three (57.43)?

Debbie Stevens: To, to...

Paul Rudolph: To even out?

Debbie Stevens: To spend the difference.

Paul Rudolph: To break even.

Debbie Stevens: The additional amount? Yes.

Paul Rudolph: So here's the number of hours we're being told that that employee works right now. So...

Debbie Stevens: But that's not at all what you discussed in your budget hearings, you said that you, Mr. Hachmeister, you had a number from the Superintendent that said what they had worked.

Brad Overton: They've given us some revised numbers.

Debbie Stevens: Pardon me?

Brad Overton: They've given us some revised numbers since then.

Paul Rudolph: So, and, and just in general...

Debbie Stevens: So how do you prove that? If they don't...

Gary Meyer: How do you prove your numbers?

Brad Overton: Well, honestly...

Gary Meyer: We can't prove any numbers, Debbie.

Debbie Stevens: Well, I can prove these numbers because these are factual, these are...

Gary Meyer: How would you know whether they're going to work two hundred sixty (260) hours of overtime?

Paul Rudolph: So if, if...

Debbie Stevens: How do you know that?

Debbie Stevens: No, I'm saying they have to work that many hours...

Gary Meyer: I'm saying ...

Debbie Stevens: To get to the point that they would even qualify for overtime. That's, those are just facts, those aren't made up numbers by any means. If they only work thirty-five (35) hours a week, then for the year they have to work two hundred and sixty (260) hours just to get to that point.

David Hachmeister: The overtime per week.

Paul Rudolph: Well, actually that, if we can, so, and, the, you can work a week of overtime. Right? You can work sixty (60) hours one week and then you work thirty-five (35) the next. Right? That, that does happen in the County government.

Debbie Stevens: Um hum. Sure.

Paul Rudolph: And, and I, and I apologize. I'm not trying to take over your...

Debbie Stevens: Right.

Paul Rudolph: Conversation...

Paul Rudolph: But I'm trying to make it a conversation, rather than a, a monologue.

Debbie Stevens: Right.

Paul Rudolph: But you can see what's happening here. So if we look and, and obviously we have one person in the audience that's here. But on that particular person, you know, we've been informed, and I'm trying to short cut the conversation and make it able to understand each other's position a little. We've been told that that person works two hundred thirty-four (234) hours of overtime...

Debbie Stevens: A year?

Paul Rudolph: Or did work, in a year.

Debbie Stevens: That's above forty (40) hours a week?

Paul Rudolph: And that's what's been documented, hours over forty (40). You're absolutely right, we don't know that for a fact. I'm not following any employees around day after day, seeing that they work forty (40). But, so that, that's a question mark, right? But, so, but based on that, let's, let's, knowing that's a variable we can one hundred percent (100%) validate, what the Council has been told is that the cost of the raises is about thirty-two thousand dollars (\$32,000.00) and the cost of the overtime is fifty-three thousand dollars (\$53,000.00). Which would say, it's in our best interest if these numbers are correct, which is a big if, that we give the raise and not the overtime. Right?

Debbie Stevens: Um hum.

Paul Rudolph: That's sort of the question here. Now and we can certainly say, these numbers are not validated. I think it's a very true statement. But I just want to at least, rather than having you talk to something, not being aware we had this, in fact I wanted you to have that...

Debbie Stevens: I did. I did ask for this three (3) times this week, this survey. Mr. Richmond I did ask you for that. I shared. I shared my numbers, but I wasn't shared this.

Paul Rudolph: And I want everyone to have each other's, right? So, I want people to have faith in the process, faith in the Council that we're trying to get the right thing, trying to do what's best for the County. We're trying to do what's best for the employees. There's a lot of different factors here that the Council has to weigh. And so I just want to share that, government transparency.

Debbie Stevens: But, so how do you support these hours? What are you supporting them with? Because their, their service records do not support these kind of hours.

Gary Meyer: How, how do we police their overtime hours? That's what concerns me.

Debbie Stevens: Well, that's a good question. What do you propose is the accountability process if you, if you take a more conservative approach and then they're, and then the hours are being turned in? All the sudden you're seeing overtime hours...

Gary Meyer: Right.

Debbie Stevens: Is that a time clock? Or what is that?

Gary Meyer: I don't know. I don't know, that's part of the issue.

Paul Rudolph: Well and...

Gary Meyer: I don't see how we...

Debbie Stevens: Well, I think the most conservative approach that I have heard from the Council was to wait and see. But then of course you're gonna have to have, if you're not here and sign off on a salary schedule for overtime, then how are you accountable to the tax payers that it is true?

Gary Meyer: That's right. I agree with that. I'm not arguing that. I just have a problem with policing the overtime. And unless we put time clocks in everybody's office.

Debbie Stevens: But that's pretty pricey, at fifty thousand dollars (\$50,000.00) than you're talk... you're looking at, what, an incremental, well you're saying fifty thousand dollars (\$50,000.00).

Paul Rudolph: Yeah.

Debbie Stevens: But...

Paul Rudolph: And if I can just share my personal, what I've seen. So at major employers, I work at a public company, that has hourly employees, that may receive overtime if they work overtime, and they start at forty (40). It's that their rule is, you don't work forty (40) hours without manager approval. And if you have to have manager approval to work forty (40) so be it. You then would come before the finance person, and you have to explain yourself and say here's why you had to work them over forty (40). And, and that's the private company perspective. Right? So in this case so I'll try to think of a, an example.

Gary Meyer: The management people are the ones were talking about.

Paul Rudolph: Right. So, well, and that, and that's where it gets a little wishy. I'm gonna apologize, Mr. Franz, I'm gonna use you as an example because you're here.

Aaron Franz: I could answer some of these questions, I'd love to.

Paul Rudolph: Could you, could you...

Gary Meyer: Let, let, let Debbie finish first, and then we'll call somebody else if they wanna come up.

Debbie Stevens: Okay.

Paul Rudolph: So anyways, before I call anyone else up to the, so the answer, we'd have to have some type of creation where what we would do is we would say, we would have management. Right? Everyone reports to someone. None of these people are elected. And so each of them would have a manager or an elected person say to them, you can't work forty (40) unless...and if we can't trust the Office Holders and we can't trust the managers to do that, then we've got bigger problems.

Greg Richmond: You mean you can't work forty-one (41)?

Paul Rudolph: Meaning you can't work forty-one (41) unless you get approval. And then if we have a, so someone make twenty bucks (\$20.00) an hour and they have to work overtime, they get paid thirty bucks (\$30.00). That manager comes before the Council and says I had this employee work an hour of overtime cause we were busy.

Gary Meyer: So then the work, this is a conflict of what you just said a while ago though. They've already worked the forty (40) hours when they come to us.

Paul Rudolph: Oh, we have to pay it. But then at that point in time....

Gary Meyer: At forty-one (41), yeah, it's not an issue, it's not an issue at that point.

Paul Rudolph: But at that point in time we find another method. We say okay, maybe we're not going to pay your 2018 budget quite as much. We're going to reduce your, we're going to reduce the headcount. You're having this person work two (2) jobs. You don't need two (2) positions. We, at the end of the day, we have the final say in what's spent. It might just take a little while.

Gary Meyer: I understand.

Paul Rudolph: But, and we'd have to work with it, right?

Gary Meyer: The only...

Paul Rudolph: This is all new territory for the Council, for Warrick County. And I'm just trying to, this issue's become adversarial, I'm trying to nip that in the bud. And trying to say we're all trying to do what's best for A) the County and B) I don't want people working a bunch of overtime. I'm a little bit appalled myself, personally, that we have employees making what they make that are working two hundred (200) and something hours of overtime. That's a lot of overtime. And, and to be clear, that's over forty (40), right? So they're working ten (10) hours of overtime per week on average. I'm not happy about that. But this became Paul's speech, I apologize, Debbie, go ahead.

Debbie Stevens: No, I'm, I'm sort of finished with that part of it. You know another part of it as an Elected Official, and I know you've heard, some of you have heard from some of the Elected Officials and I, I know I'm not alone in this. These increases will take all, will put them well above what an Elected Official currently makes. And I'm going to give you one more chart.

Paul Rudolph: I love this. It's battle of the spreadsheets. It's what I do at work all day.

Debbie Stevens: So this is some comparison, this is from the Fact Book. This is comparison of Counties like Counties, in size to Warrick County. This is the group that we're grouped in in the Fact Book. And as you can see across the board, in every category, Elected Officials in Warrick County, on average make less than all these other Counties. That's the average.

Greg Richmond: I have a question. How did you get Warrick County's numbers?

Debbie Stevens: The Council make ten percent (10%) more. Pardon me?

Greg Richmond: How did you get Warrick County's numbers? They weren't published.

Debbie Stevens: I didn't, I didn't do the survey for the Fact Book.

Greg Richmond: There's a Fact Book?

Debbie Stevens: I have the salary schedule. We all have the salary schedule so we know what everyone makes. And this would be of course after the one thousand dollar (\$1,000.00) raise. This is current, I'm sorry. This is current wages, currently. The Council, this Council makes ten percent (10%) more on average in those like, as compared to those like Counties. The Treasurer, eight percent (8%) less; the Auditor, ten percent (10%) less; Clerk, ten percent (10%) less; Assessor, nine percent (9%) less; Recorder, four percent (4%) less; Surveyor, three percent (3%) less. None of us have asked greater raises for ourselves during our budget process. None of us came to you and asked you to at least get us up to an average. But when you approach another issue, and that's overtime, and you just want to, across the board make these raises, increases, and I'll refer back to my sheet for that...

David Hachmeister: You're getting a little bit off the subject.

Debbie Stevens: Some of the increases are twelve percent (12%), eight percent (8%), six percent (6%), four thousand nine hundred sixty-three dollars (\$4,963.00) a year in increases. Five thousand two hundred (\$5,200.00), Three thousand four hundred (\$3,400.00)...

Gary Meyer: Okay, that, that, we agree, we understand all that...

Gary Meyer: My only concern about it is as tax payer, representative, giving the raises up front, I know what that's gonna cost us. Totally know. Like, like you said, thirty thousand (\$30,000.00), I don't know, thirty-one thousand dollars (\$31,000.00). I don't know what overtime would cost us. It will cost us somewhere over what your numbers are and less than what we got numbers here. I don't know what it is. But it's hard to budget that. Totally hard to budget that.

Debbie Stevens: But you can control overtime approved.

Gary Meyer: Sometimes. We have emergencies in this County that we can't approve before it's happened.

Debbie Stevens: Right.

Gary Meyer: I mean we have overtime that happens, and we're going to have to pay it. Regardless. So I'm saying it is a different issue. I'm not arguing that the Office Holders are not underpaid in this County, they are. There's no question about it. But that's a different issue than what we're talking about tonight.

Debbie Stevens: Right, it kind of compounds.

Gary Meyer: Well maybe, maybe not.

Paul Rudolph: And, Debbie, I do want to just clarify one thing that you said. So I think you said that earlier that, well it compounds and it's not fixable. Right? Once you do this raise, and I thought about that, and I originally, that was my first take too.

David Hachmeister: Yeah.

Paul Rudolph: And I do want to clarify that raises are an option. Raises are not guaranteed. And so it's very well we could give people a five thousand dollar (\$5,000.00) raise this year. We might not give them a raise next year. Right? So if we give a five thousand dollar (\$5,000.00) raise this year, we actually, don't give them a raise next year....

Gary Meyer: We actually gave someone a five thousand dollar (\$5,000.00) raise. This year.

Paul Rudolph: I understand. But what, I, my point in saying that....

Gary Meyer: I'm sorry.

Paul Rudolph: Is that we have the option if we chose to do it...

Gary Meyer: Sure.

Paul Rudolph: That if everyone gets a thousand dollar (\$1,000.00) raise a year, we give employee one (1) a raise, five thousand (\$5,000.00) year one (1), and we don't give them another raise for four (4) years, I'm glad Krystal left the room because she'd probably be throwing darts at me right not, but that would...

Gary Meyer: That's very true.

Paul Rudolph: That would be very, that would be equivalent, we'd be able to catch up.

Brad Overton: Yeah....

Paul Rudolph: I'm not saying we're going to do that. Don't get me wrong. But I do wanna point out that there is a, a way to make this fair on everyone. My personal take honestly is that we've given people thousand dollar (\$1,000.00) raises and that's why you see the Council making more, because we are the lowest paid Office Holder here. We've been giving thousand dollar (\$1,000.00) raises instead of three percent (3%) raises. That comment's directed at most of the rest of the Council that's here tonight, that if we gave three percent (3%) raises rather than thousand dollar (\$1,000.00) raises or two percent (2%) instead of, we, we wouldn't be in this position as badly as we're in now. So I'm just, for next year....

Greg Richmond: Last two (2) years we've given zero (0).

Paul Rudolph: What?

Greg Richmond: Last two (2) years we've given zero (0).

Paul Rudolph: I've never voted to give the Council a raise. So I believe that. But, but when we have given a raise of a thousand dollars (\$1,000.00) that's, obviously throws off the Council because we're only at eight or nine (8 or 9) as it is. But regardless, I wanted to tell you that there's a possibility.

Debbie Stevens: Okay.

Gary Meyer: You have some more?

Debbie Stevens: No.

Gary Meyer: Okay, okay, thank you.

Debbie Stevens: Thank you.

Gary Meyer: Next man on the list is Doug Wurmnest?

Doug Wurmnest: Wurmnest.

Gary Meyer: Wurmnest, okay.

Doug Wurmnest: Yeah, hi, I'm Doug Wurmnest. I'm a CPA. I'm a resident of Warrick County, and I work as a

consultant at my own consulting practice, and I work with small business owners in our region. And each of my clients, and I work with about ten (10) to twelve (12) companies at any given time, are wrestling with the exact same issue that the Council is, so I can appreciate how difficult it is. I recently attended a training program. It's an hour and a half ($1\frac{1}{2}$) and just to try go through the legal comp of trying to go through this, 'what are the requirements on the exempt and the non-exempt.' And I just, I just wanted to talk about a couple of things. I don't want to repeat anything that Debbie has said, or at least addressed, but one of the comments each of my clients are addressing individually, 'This person needs to do this, they're working on average so many hours per month.' And you know, I'll just take, I'm gonna pick out a name I have. I have no idea how many hours this person works. But you know, using your relatively round numbers, and then I'll just make up some numbers. So if a person is making forty thousand (\$40,000.00) a year, if, roughly two thousand (2,000) hours here. That would be twenty dollars (\$20.00) an hour. But if they're saying they're working forty-five (45) hours a week, or forty-four (44) hours a week, which a lot of my clients do have Supervisors that are working those many hours. If you calculate the overtime based on a twenty dollar (\$20.00) an hour rate, it would be an extraordinary number. But what we're saying is we paid forty thousand dollars (\$40,000.00) a year for this position, not for the number of hours that you work. And if you work on average, let's say, forty-two (42) hours a week that means I should be paying you for forty-three (43), time and a half for that two (2) hours. So instead of being twenty dollars (\$20.00) an hour, I'm maybe your rate is actually nineteen dollars (\$19.00) and hour. And with the expected amount of overtime you will make this forty thousand dollar (\$40,000.00) (inaudible) amount. So a number of my clients are addressing it that way. The other thing that I heard in, again I only became aware of this issue within the past week, was that a number of these employees actually don't even work a forty (40) hour work week. We're paying them for their lunch hour. So they work eight to four (8-4), take an hour (1) for lunch, so working seven (7) hours a day, and we're paying them and com...computing the overtime hours after that. So I mean I think people would have to have a lot more hours, and again I don't know what anybody works, I don't know any of these individuals personally, so, or how many hours that they put in. But it seems to me that to automatically put thirty thousand dollars (\$30,000.00) in additional salary, you know, when they were making these levels, the forty-two to forty-four thousand a year (\$42,000.00-\$44,000.00) and then automatically jump 'em up to forty-seven (\$47,000.00). And as Debbie mentioned, in three (3) years you will have to raise them again. And if you consider them exempt, to the fifty-one, one sixty-eight (\$51,168.00). I also recognize how difficult it is to track and police time. Again my clients have the same issues self-reporting. But I, I assume we have a number of employees in Warrick County that are non-exempt, that aren't making forty-seven thousand dollars (\$47,000.00) a year. I'm sure we have a number of employees that are clerical, that are filling out a time sheet every week and we need to be you know as, as a body tracking time to the Department of Labor Standards. So, anyway, I hope you'll consider again, people self-report all the time. Supervisors are responsible for doing it, tracking their time and you know whether, I've done it for decades, and have been responsible for those things. So I hope you'll consider that and not just automatically raise all the salaries thirty thousand dollars (\$30,000.00).

Gary Meyer: Thank you.

Doug Wormnest: Any questions? Thank you.

Gary Meyer: Anybody else from the audience like to address this issue? Yes, Sir?

Aaron Franz: Hi, Aaron Franz, Warrick County Health Department. I'm assuming I'm the only exempt....

Gary Meyer: Say that, say that now.

Aaron Franz: I'm Aaron Franz with the Warrick County Health Department. I assume I'm the only exempt employee that's here tonight. There's not that many of us. But I thought that I could answer some of those questions that were raised earlier. The comment was made you know that I'm aware I've worked for the County for some time, but not in the position that I'm in now. I've been here since 2007 in this position as the Administrator of the Warrick County Health Department. And I have understood you know my, my job is, I'm on call twenty-four, seven (24-7). And so, and I understand that the, your lunch, some days I get a lunch, some days I don't. It just depends on the day. Some days I get off at 3:00 (PM), some days I get off at 5:00 (PM), some days I get off at 6:00 (PM). So that's how that overtime comes into play for me. I could get called out, Commissioner Weisheit is here. Commissioner Weisheit used to be a Chief Deputy at the Warrick County Sheriff's Department. He understands that my office is not just Animal Control but also myself, we get called out for meth houses. We're called out on a regular basis. I, my understanding from my Board, I do have a direct Supervisor and I also have a seven (7) member Board that is oversite over our department. It's that I work whenever they call me to work basically. And so in response to the statement that was made earlier that there are no additional duties. I have actually requested a raise since 2008. Very nor...periodically I do that. I did not this year cause I was working on getting one of my employees a raise, and I've pretty much been flatly denied. But my duties increase every year. Not through, through, through laws that are passed at the State, through things that are expected of me. That's a normal thing for us. But we don't get a raise. You know I have, currently right now, I oversee fourteen (14) employees. That's part time and full time. And so there's a lot of things that go into that, so I just thought if I could answer some of those questions that you have. I can't speak for anybody else other than myself. But you know that's what exempt is to me. I, I, I'm, I'm, I'm salaried but I work when they need me to work. When somebody calls, I, if, if our freezers go out in the basement and our sensors go off, which they do pretty regularly, I take that call. I've got to come in and check. One of our nurses if she's closer, we share that burden. There's a lot of things that happen like that. Nobody, nobody has spoken to me in regards to this. I didn't request this. I just found out about it through hearsay or I wouldn't have been here. The only person I've spoken to is Councilman Rudolph, who I called to ask about it. So I mean nobody's contacted me. Nobody asked me what I do. Nobody really probably in this room knows what I do.

David Hachmeister: Darn good, ain't it?

Aaron Franz: No, it's not good at all as a matter of fact. It's pretty frustrating. It's frustrating to have people come to speak something that affects me, affects my family, affects my workload, affects the people that work with me. So you know I, it, that, that part is a little frustrating. Cause nobody, nobody asked me. They just expect me to do it.

David Hachmeister: That's, and that's what I brought up, because...

Aaron Franz: Right.

David Hachmeister: Instead of talking to the people for a straight answer, I snooped around all different offices and stuff to find out. When this law first came in effect, like I say, I, I apologize for snooping but that's what I was trying to get some

Aaron Franz: So anyways...

Paul Rudolph: So, Aaron, if you're volunteering to answer a couple of questions...

Aaron Franz: Sure.

Paul Rudolph: I'd love to ask a couple. So there's a, and if any question gets too personal or annoying you can just tell me that you don't want to answer it. I've been told that before. So there's an hour total as far as hours over forty (40) that was provided to us for, for you. So hours of overtime hours.

Aaron Franz: Correct.

Paul Rudolph: How did that number get calculated?

Aaron Franz: I calculated it. It's just...

Paul Rudolph: You calculated it?

Aaron Franz: Yes, Sir.

Paul Rudolph: So did you just say, "Well, I worked...," I mean like how, how good are your records I guess is my question?

Aaron Franz: Um, I guess right now, they haven't been great because I haven't had to keep them.

Paul Rudolph: That's what I was thinking.

Aaron Franz: Other, other than what I know from where I'm at and when I'm not home, like tonight. My son is at home from college and I'm here. Cause I have to take him tomorrow to be evaluated by a surgeon so I keep track of those things real well. But I haven't, I mean I used to try to do that years ago, but I was told you know by the Council at the time that that was a waste of my time. And so I didn't do that anymore.

Paul Rudolph: So my second question is, if we do, we're to tell, so you generally, you're, you're boss so to speak is the Board of Health? Right?

Aaron Franz: Correct, basically yes.

Paul Rudolph: If we were to say to the local Board of Health, hey stop having Aaron work more than forty (40) hours. Is that doable?

Aaron Franz: No.

Paul Rudolph: You don't think so?

Aaron Franz: It is not, I know it's not. Because I'm, I'm where the buck stops. So if something like this, something comes up, I'm the one that has to go. If there's a septic system, I mean you know we're working for the public. So if I'm trying to get something in for them, if there's a house that needs somebody to come (inaudible) I'm the guy.

Paul Rudolph: So if we told the, the Board to say to reduce your overtime, you can't even reduce your overtime?

Aaron Franz: Obviously that's a decision for them, I don't see how it's possible.

Paul Rudolph: Okay, and I guess, so one oth...last question.

Aaron Franz: Yes?

Paul Rudolph: So the Board, the Council has two (2) choices tonight. It's either let it roll and give overtime or two (2) give a salary increase. What would you prefer? If you don't mind my asking. Told you I was going to ask questions and you can tell me it's none of my business.

Aaron Franz: Well, I, I, I don't know at this point. It's, it's a difficult decision to be honest with you to make at this point. Because if overtime is going to be mandated obviously that would, that would be considerably more in my case. And I would guess in some of the other cases. But no in my case it would be considerably more than what you're going to give right now.

Paul Rudolph: That's why I asked the question.

Aaron Franz: Yes.

Gary Meyer: Anything else for Aaron? Okay thank you.

Paul Rudolph: Thank you for coming.

Gary Meyer: Anybody else like to address this from the public? Okay. Let's have a discussion with the Council then. I guess, what, what...

Greg Richmond: None of us asked for this.

Gary Meyer: I'm sorry, what?

Greg Richmond: None of us asked for this...

Gary Meyer: Yeah.

Greg Richmond: Another unfunded mandate.

Gary Meyer: Right.

Brad Overton: Yeah, that's a good point too.

David Hachmeister: Well, the only thing was at our Personnel Committee meeting I think we actually only looked at the Garage Foreman as far as emergency wise to come out with Commissioner Weisheit. I don't, but at that time we had no definite figures. Well, like I said that other than what I proposed, and that's out of our Personnel Committee, we decided to track for this year on where we were at for overtime. Since, I mean, basically nobody really did. No one, Garage Foreman did track pretty close. But seems to me he had an inside on what was gonna happen but anyway that's the only thing in, when the figures come out and when the longevity was added too, above the forty-seven four-seventy-four (\$47,474.00) or four-seventy six (\$47,476.00), when longevity was added to it, it was quite a substantial raise. And that's the reason I asked everybody to look at those figures again before they made up their mind. But they had already voted on it too.

Brad Overton: So I guess now we've got two (2), I mean we've already voted so honestly there's not...

Gary Meyer: All we're looking for is gonna be a motion to rescind what we've done before.

Brad Overton: Yeah.

Gary Meyer: That's what it is. If there's no motion for that, we're done.

Paul Rudolph: Well, so at the last, I wasn't here for the first vote. I came a little late to the Council meeting because my son had a meet the teacher night. And you guys had voted prior to my arrival. After hearing it, and then hearing another Council member's concerns and seconded a motion to rescind it.

Gary Meyer: I'm sorry, you seconded a motion to rescind it? We don't have the first motion.

Paul Rudolph: No, I meant last month.

Gary Meyer: Oh, okay.

Paul Rudolph: Last month, I'm sorry. I seconded a motion.

David Hachmeister: We didn't have any last month either.

Paul Rudolph: Was it two (2) months ago? Whenever you made the motion.

David Hachmeister: I didn't make a motion.

Gary Meyer: We never had a motion to rescind.

Paul Rudolph: Oh, I, I, you're right, I piggy-backed on the, on your concerns.

David Hachmeister: Only I asked the Councilmen to take a look at the actual figures, see what the increase was gonna be.

Paul Rudolph: And I think we've done a lot of due diligence on this. I, I'm pleased with the amount of discussion we've had. I think that there was people were for that might have gotten a better understanding of the argument against. I think there are people that have been against that now see different numbers that suggest we should do it for. So I'm actually really pleased with the amount of discussion and conversation we've had on this subject. I feel like we acted a little quickly, I still believe that. That being said the Council also needs to recognize that while this is a fiscal decision and we are the fiscal body, these are real people being impacted. And I think it's a disaster of personnel and moral if we were to already approve a budget that grants a raise and move to take it away today. For that reason, I'm not making a motion to rescind. Because I feel like we've already said we should go this direction. I know people have already expected it. And I honestly think we'd have employee problems that would be worse than the financial issue if we were to take this away. I do question, I think if we had started from the beginning taking the route of waiting and seeing, it might have been prudent. But I think that rabbit's gone. So, I'm not making a motion.

Brad Overton: I know Dave and I both voted against it last time, we were the only two (2) that did. So the only other thing that would make me, I mean, would be the fact that you actually took this pool of money that we were looking at increasing it. And I don't know if anybody would even be interested in this or not. But if you took the pool of money that we had and went ahead and I don't know for sure how this would work, but if we just allocated, I mean this set amount of funds back, and then just had every person that's on this list keep track of their overtime for the next quarter, and I mean, I think we'd have a pretty good idea where you're going to go at for the entire year. I mean then I think you know whether you would have people that are upset because somebody got this and somebody got that. I don't know, you can't make everybody happy all the time. And if you don't believe that, try having kids. But I mean, that was, that's where I was at with it the last time when we voted against it. That I would have kind of rather we just took a look at things and saw where they were and you know, that, that wasn't something that was entered, that anybody, I mean the other one passed is what I'm trying to say. So I mean that's the only other thing I could think of is if we squirrel these funds away, track the overtime for a quarter, and then if it looks like we're gonna go on to that, then bump everybody up to where it's gonna be. Now yes you possibly, some people could say, well yes people could go ahead and doctor their overtime or go ahead and make sure they're here. I have no idea. I mean I have no idea, you know. I mean I don't know. I don't know how long it takes you know, I mean. Aaron drives in from Tennyson to check a refrigerator and stuff. I mean I don't know. Yeah, I've got an idea about how long that would take him to come in here and do that. I mean I don't know. I mean if, if we wanna get to that level and look at it, I guess we can. Because if we're going to end up humminna things in incrementally in a couple more years and this is start avammintum and raise

\$65,000.00) a year. I mean, I'm sure people that are making it are great, but probably wouldn't have very many employees underneath them. So I don't know. I don't know if that's something that anybody would entertain that, or if that's a possibility or not, it's just one of those incremental things. And then if it's there, and we need to use it, we could use the money. And if not...

Gary Meyer: I, I, I have a problem with that just because we're messing around with that, their salaries during the budget, during the year. And that is, that's, you want to set it so people know what we're gonna do. I, Mr. Scott, did you have something to bring up?

Brad Overton: Well no, you'd leave it at the rate that they're at including the raise and see...

Kevin Scott: Kevin Scott, Newburgh. Yeah, my idea was somewhat along the lines of what Brad was saying only maybe a little different. I don't, I mean you've already passed it so I guess that's moot unless you rescind it. But if, if you don't have some method of tracking your overtime hours for people that are in these categories, three (3) years you're gonna be right here in the same place again. You're gonna be right here doing the same thing all over again. And so to me I would seem like you would, you would need to have some idea what kind of overtime these jobs are, are producing. And I mean if you don't then you're going to be making the same hard decisions again with no facts again. Like you say, I guess people could pad anything if they want to, but hopefully to goodness our employees, hopefully they're honest and so on and so forth. And if, especially they're not, the managers are. Everybody has to report to somebody. So and maybe you just need to come up with some way of tracking people's hours so you actually know. You know if this hadn't become a mandate it wouldn't matter because the job is, was supposed to pay a certain amount, and that's what a person signed on for when they took that job. But not that they're, they're changing it with a mandate, but if you don't track it, you're not gonna know. So that was just my...

David Hachmeister: Well one of the other things to add to that a little bit...

Kevin Scott: Yeah.

David Hachmeister: Not all the employees on the Special Exempt work overtime.

Kevin Scott: Right.

David Hachmeister: But they're gonna get a raise. And as far as overtime, as far as snow storms, power outages, to where the things, that's where the overtime comes in. Otherwise there's really no overtime. But you know it, it's a gamble, are we gonna have major snowstorms...?

Gary Meyer: It's a gamble either way.

David Hachmeister: Or are we gonna have a mild winter?

Gary Meyer: Okay, I'm gonna, I'm gonna ask if somebody wants to mot...are you, I'm sorry, are you done?

Kevin Scott: I, I'm done.

Gary Meyer: If somebody wants to make a, we can discuss this 'til the cow come home I guess.

Brad Overton: Kind of like the Innkeeper's Tax?

Gary Meyer: Sort of like that.

Brad Overton: Oh wait, or how about the St. Mary's Epworth Road Project.

Gary Meyer: That's another one (1).

Brad Overton: Oh, I'm sorry...

Cliff Whitehead: That's, that's alright.

Gary Meyer: But anyway...

Cliff Whitehead: I do have one (1), one (1) point to bring up. There is a gap, this new threshold takes effect December 1st, this budget of course doesn't go into effect 'till January 1st. So for the month of December those exempt employees who are currently exempt but do not meet the new threshold, will become non-exempt then for the month of December and subject to overtime.

Gary Meyer: Overtime.

Paul Rudolph: That's the craziest part about this whole thing. Why they wouldn't use the year end calendar date is even more baffling.

David Hachmeister: Election year.

Gary Meyer: Yep.

Paul Rudolph: Oh, with that being said, it does give the opportunity for us to attempt to implement what Kevin suggested. I think that is something that we need to work towards.

Gary Meyer: Before we talk about that, we need the motion to rescind what we've done. There's no sense talking about what we can do until we have a motion that we, to, to void what we've already done, Boys.

Paul Rudolph: Well, but, I guess what I'm saying is that I'm not necessarily looking for a motion to rescind, I'm looking for something in addition to what we've already done. So obviously I don't want to rescind something, what I'm suggesting is that we do need to keep and we need to ask managers to keep better track of their employee hours.

Gary Meyer: Well, I don't have any problem with that. Yeah, I don't wanna tie that, like Brad did, to a fund that we put in to use if we want to basically. I don't wanna do that. I think we ought to tell our, whoever these people are this is what it's gonna be. And it may not be the same way next year, but at least they know what it's gonna be. We're either gonna pay the overtime or we're gonna give them the money up front.

Paul Rudolph: Maybe I'm not clear. I was suggesting, what's done is done. In addition we also wanna start keeping track of overtime. And we want the people...

Gary Meyer: But I don't think that has to be in the motion. We can do that anyway. We can tell them to start keeping track...

Paul Rudolph: Well, I, I agree.

Gary Meyer: Yeah, but that, yeah. Okay.

Paul Rudolph: But that's part of the whole solution. Right? What's the whole solution?

Gary Meyer: But I, I agree. Still looking for a motion to rescind. I'm gonna ask it three (3) times.

Brad Overton: Three (3) times?

Gary Meyer: Is there a motion to rescind?

Brad Overton: Well...

Gary Meyer: Is there a motion to rescind?

Paul Rudolph: That sounds like four (4) times.

Gary Meyer: That's it.

Brad Overton: I would, I don't even know if that's even possible, with the, with what I was referring to would you know, Counselor?

Cliff Whitehead: To what were you referring?

Brad Overton: Well, the only way I would want to rescind it would be to reserve funds back allocated in a special line item for this. And I don't, I don't know if that's even an option or if that's even possible.

Cliff Whitehead: You would have to rescind it first, because what's been done...

Gary Meyer: You have to rescind what we've done.

Cliff Whitehead: Yeah, you (inaudible).

Gary Meyer: And then we'll put money for...

Brad Overton: Yes, but I mean, to, I don't wanna rescind what we've done if we can't do, can't put...

Gary Meyer: If we don't rescind what we've done we can't put money in there. So we gotta have a motion to rescind before we can do anything else.

Brad Overton: Yeah, but I don't wanna put a tire on my car that's a bad tire anyways so if I can't, if I can't do what I want to do, why would I even try to make a motion to rescind it? That's what I'm asking.

Gary Meyer: Okay, that's what I'm asking, you're not gonna make a motion to rescind it?

Brad Overton: I'll make a motion.

Gary Meyer: You'll make a...

Brad Overton: I mean I voted against it the first time, if this is a chance to make it again, then I'll make a motion.

Gary Meyer: Motion's been made by Brad to rescind the motion that we passed, August, is there a second?

David Hachmeister: Well, I'll second but I'm gonna ask too, I thought it had to be one of the people that okayed it for a reversal?

Cliff Whitehead: No, no that's just a...

David Hachmeister: Because, because on, on budget has not been passed yet then?

Cliff Whitehead: Well, because his motion passed, anybody can do a motion to rescind. If it was a motion that failed, then it would have to be somebody who voted against it to renew. But this, this is a little different. So right now we're looking for a second.

Gary Meyer: Okay, we have a motion by Brad and seconded by David...

David Hachmeister: Yep.

Gary Meyer: To rescind the motion that we passed in August which is to pay the, these exempt people up front, for lack

David Hachmeister: Probably, probably ought to have read the exact motion. That was the...

Gary Meyer: I don't have the exact motion. But...

David Hachmeister: I know, but...

Gary Meyer: There's no...there was no number on it. It passed four to two (4-2) is all I can tell ya.

Greg Richmond: To pay the floor.

Gary Meyer: To pay the, yeah. To pay the, to increase the salaries up to the threshold limit. That's what I'm saying. So we have a motion on the floor, and a second to rescind that motion. Is there any discussion on that motion?

Paul Rudolph: I have one question. So in the...

Gary Meyer: How come I knew you would.

Paul Rudolph: The materials we have, it mentions one employee specific and says their hours over forty (40) is two hundred twelve (212). But then in the text it said, "I was also told that Sam does not work overtime so could be removed from the category." I'm trying to figure out which one of those statements is right. I'm a little confused by that. Alright so we look here, and it says that. And then it says that.

Brad Overton: That could, we could probably look at that later and if we have to take him out, we can take him out.

Gary Meyer: I, I, I don't think that, that's not part of the motion though.

Brad Overton: Wouldn't you think?

Paul Rudolph: I just makes me sort of question the whole hours over forty (40) thing if that's right.

Gary Meyer: Then you're welcome, you're welcome to vote against it. Any more discussion? Okay, we have a motion by Brad and seconded by David to rescind the motion before. All those in favor of that motion? Opposed?

Greg Richmond: Abstain.

Gary Meyer: Motion failed two, two, and one abstention (2-2-1, Gary Meyer and Paul Rudolph opposing, Greg Richmond abstaining). Okay, motion, motion does not...

David Hachmeister: That's the reason I didn't want to make a motion cause I figured that's the way it would go.

Gary Meyer: Okay.

Cliff Whitehead: Who were the two (2) and the abstention?

Gary Meyer: Two (2) was David...

David Hachmeister: Or that was for's.

Cliff Whitehead: Those are for's.

Gary Meyer: Oh, well, I'm sorry.

David Hachmeister: You, you and Paul.

Cliff Whitehead: Gary and Paul.

Gary Meyer: Yeah, and, and Greg was the abstention.

Cliff Whitehead: Gary and Paul and Greg was the abstention.

Gary Meyer: Right.

Cliff Whitehead: Thank you.

Brad Overton: And would you want to note also that Krystal left the room during this discussion?

Gary Meyer: We can. I don't, yeah.

REMOVAL FROM AGENDA OF ECONOMIC DEVELOPMENT BOND ISSUE FOR MSK

Gary Meyer: One thing I wanted to bring up in the first meeting. We had an item tabled in the last two (2) or three (3) months that was not brought up tonight. And it was the Economic Development for the Bond Issue for MSK. And they called and requested that to be brought off, just dropped, not brought off the table, but just...

Paul Rudolph: Dropped entirely?

Gary Meyer: Dropped entirely, yes. So that's the reason we didn't address that. I wanted to be sure and tell everybody that.

Brad Overton: Was there a reason for that, Gary?

Gary Meyer: I don't know. I don't know. I was just told they wanted to bring it off the table, off the table and drop the

whole issue. So that's the reason it was not on the agenda and that's the reason we're not addressing it tonight.

Paul Rudolph: I would like to, my one (1) concern with that is that they might try to bend around Council approval.

Gary Meyer: I think they will.

Paul Rudolph: And.

Gary Meyer: Duh.

Paul Rudolph: I have spoken with our person responsible for Economic Development and he has assured me that if the Council directs him not to go that route, that he will not go that route. So if we direct him not to bend around, he won't bend around.

Gary Meyer: Well from what, from what I understand, it's going to be handled by the Redevelopment Commission, which we have nobody onto that Commission. All we have is on the Advisory Council. And it will be handled by the Redevelopment Commission which the Commissioners appoint those members.

Greg Richmond: Don't we have four (4) members on there?

Gary Meyer: Not the Redevelopment.

David Hachmeister: Redevelopment.

Gary Meyer: The Redevelopment is totally a Statute by, by the State.

David Hachmeister: We're...

Greg Richmond: Okay, I thought they opened it up for us to put people on.

Paul Rudolph: I thought so too.

David Hachmeister: Originally we did and was thinking it was about ten (10) years ago that that was changed over.

Paul Rudolph: Krystal can return, right?

Greg Richmond: I sent for her.

Paul Rudolph: Oh, you did.

Brad Overton: Banished.

Gary Meyer: Well, the rumor I hear is that they want to do a TIF Bond now.

David Hachmeister: Uh, don't bring up, don't bring up rumors.

Gary Meyer: That's the, I'm not, alright. We're being recorded. You didn't hear that people.

David Hachmeister: Somebody will be putting it on Facebook now tonight.

DISCUSSION ON BUDGET CUTS FOR INCOMING OFFICE HOLDERS

Gary Meyer: (Inaudible) yes, Ma'am?

Debbie Stevens: I do have one more thing, Debbie Stevens, Warrick County Auditor. I, I would like to bring one more thing to, to please reconsider. And I know you're not adopting tonight. But reducing an Office Holder's budget, an outgoing Officer reducing the incoming Officer's budget is completely vindictive. And it was done to me before I came to office and I hate to see this Council, a fiscal Board, participate in politics when I comes to budgets. You froze all budgets with the exception of the one (1) that was reduced. And that person is not going to be here to live with those consequences but the new incoming Officer will. And how is it fair that that Officer had the luxury or whatever, just the benefits of that budget for four (4) years and maybe increases year over year and then on their way out they say, "This is what I'm leaving behind for the new Officer to deal with." So I am asking you the Council to, to please consider that those are behaviors that you know, I'm not even sure why you would accept a budget from an outgoing Elected Official. If, if it's not at least the same, and you haven't given a mandate to them to reduce, then why would you accept that? Will you please think about that? I know what it feels like having to make those adjustments, and operate an office with the disadvantage that the previous Officer had for four (4) years. So, I see this happening. This is happening in our County. And you all know it's the Recorder's Office and I would defend any Elected Official who will be, who were facing that same thing. I would stand here and do that for anyone. Because I, I don't think that politics should play a part in, in the budget process. So thank you for hearing me out.

Gary Meyer: Thank you.

APPROVAL OF FIRST READING
WARRICK COUNTY BUDGET ORDINANCE 2016-03
WARRICK COUNTY 2017 SALARY ORDINANCE 2016-04

Gary Meyer: Anybody else?

Krystal Powless: Woo, ooh, ooh, ooh, ooh.

Paul Rudolph: Was that English?

Gary Meyer: Whoo, whoo, whoo, whoo.

Brad Overton: State your name for the record.

Krystal Powless: So you have to read into, you have to read Ordinance 2016-03 into the record. So...

Paul Rudolph: Oh, I heard the gavel.

Gary Meyer: We could have done this, when she was outside.

Krystal Powless: You don't have to read, like the whole thing, just the top thing. Just that and that.

David Hachmeister: Who went and got her anyway?

Gary Meyer: Okay.

Paul Rudolph: Goof-balling it.

Gary Meyer: Ordinance or Resolution for Appropriations and Tax Rates, Ordinance number 2016-03.

Brad Overton: Nice job.

Gary Meyer: I guess if somebody wants a copy of this...

Krystal Powless: Yes, absolutely.

Gary Meyer: Okay.

Krystal Powless: And then, well, when you're done with that, you're going to have to read the title on that one (1) too.

Gary Meyer: Warrick County Ordinance 2016-04, Warrick County, Indiana, 2017 Salary Ordinance.

Krystal Powless: So now you need a motion to approve those.

Gary Meyer: I need a motion to approve both of those.

Brad Overton: Say that again.

Greg Richmond: We have three (3)?

Krystal Powless: He read 2016...

Gary Meyer: I read 2016-03 first and this is 2016-04.

Greg Richmond: Then you said, '2017 Salary Ordinance.' Is that what the '04 is?

Gary Meyer: Yes.

Krystal Powless: Yes.

Greg Richmond: Okay.

Gary Meyer: That's what the '04 is the 2017 Salary Ordinance.

David Hachmeister: Motion to approve.

Gary Meyer: We have a motion by David to approve. Is there a second?

Brad Overton: Second.

Gary Meyer: And seconded by Brad. Any discussion? All those in favor? Opposed? Motion carried five, zero (50).

Krystal Powless: (Inaudible).

Gary Meyer: Now you okay?

Krystal Powless: Great.

Gary Meyer: Okay.

Krystal Powless: And that will come back next meet, next, on the 20th.

David Hachmeister: Did you get all your signs?

Krystal Powless: Huh?

David Hachmeister: Everybody sign everything?

Gary Meyer: Anybody else have anything to bring up?

Krystal Powless: Yeah, will be signed on the 20th.

David Hachmeister: Motion to adjourn.

Gary Meyer: Meeting is adjourned.

ADJOURNMENT: Meeting adjourned at 8:18 P.M.

WARRICK COUNTY COUNCIL

Gary Meyer

David Hachmeister

Paul Rudolph

Allen Holweger

Brad Overton

Charles R. Christmas

Greg Richmond

David Hachmeister

Paul Rudolph

Allan Holweger

Greg Richmond

Charles R. Christmas

Brad Overton

Charles R. Christmas

Greg Richmond

David Hachmeister

Allen Holweger

Charles R. Christmas

Brad Overton

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Brad Overton

Charles R. Christmas

ATTEST:

Deborah K. Stevens

Deborah K. Stevens, Auditor

Warrick County, IN

Minutes transcribed by Kristine Georges

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